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NFAC SUMMARY

Executive Positions (GS 15-17) 25X1

Projected Vacancies

FY 79 25X1
FY 80
FY 81

Accuracy of Last Year's Projection Underestimated 25X1

Executive List (GS 15-17) 25X1

Projected FY 79 Retirements/Resignations

GS 16-17 25X1

Projected Retirement Rate, GS-16 Up 25X1

Executive Developmental Roster FY 79-81

	<u>Number</u>	<u>% ODS</u>
GS-15	<input type="text"/>	25X1
GS-14		
GS-13		

Ratio of Developmental Experiences to Officers on the EDR 25X1

% of Planned Developmental Experiences Achieved Last Year 25X1

Ratio of Executive Development Roster to Executive Positions 25X1

25X1

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NFAC has the lowest percentage of executive positions currently filled by fully-qualified officers. If FY 79 transfers from the Executive Development Roster to the Executive List are considered, the number of fully-qualified officers is still inadequate to staff NFAC's executive positions. The lists of vacancies and candidates, with multiple candidates for each, are misleading because of the number of individuals who are candidates for as many as six positions. Further, it is impossible to analyze from this data the impact of filling vacancies with candidates who are already occupying executive positions, i.e., the domino effect cannot be tracked from the PDP report.

NFAC has a good percentage of its GS 13-15 population on the Executive Developmental Roster. However, the number of fully-qualified officers will not equal the number of executive positions until officers can be developed to the fully-qualified level. This figure is in addition to the FY 79 transfers to the Executive List and does not include any contingency planning for unexpected vacancies and/or retirements, other than retirements already projected for FY 79. The numbers of GS-15 and GS-14 officers on the Roster suggest that NFAC has sufficient human resources for the period covered by the PDP, but that there is a critical need to ensure that the development of these officers takes place on a timely, if not accelerated, basis.

EEO achievements were below the objectives for women, but on target for blacks and Hispanics. Nevertheless, goals for all groups have been increased for the period FY 79-81.

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Projections for popular OTR courses appear to exceed reasonable enrollment possibilities. There is, however, a broad range of internal and external courses.

RECOMMENDATION: The shortfall of fully-developed officers will require special attention to ensure that development of officers on the EDR proceeds as outlined. Because training plans rely heavily on OTR courses which are in great demand Agency-wide, the NFAC Career Management Officer should ensure that the available slots in these courses are filled by the PDP-identified individual for whom the particular course is most appropriate.

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NFAC OFFICE SUMMARIES

OSI

25X1 [] vacancies projected: [] 25X1
25X1 [] candidates are listed for each, but only [] are 25X1
judged to be fully qualified. [] positions apparently 25X1
do not have full-qualified candidates. There appears to be a logical
sequence of training and assignments planned for those candidates who
need further development. There are [] officers on the EDR. 25X1

ORPA

25X1 [] vacancies are projected: [] 25X1
25X1 [] candidates are listed for each, and [] 25X1
individuals are listed for more than one vacancy. The EDR lists [] 25X1
officers. Suggested assignments include rotational assignments outside
ORPA. Training is spotty and includes [] sabbaticals in FY 81. 25X1

OCR

25X1 [] vacancies are projected: [] 25X1
25X1 [] candidates are listed for each. There are [] officers 25X1
on the EDR. Training and developmental assignments appear to be
reasonable if the requirement for supervisory/managerial experiences
for GS-13's can be met.

OIA

25X1 [] vacancies are projected: [] 25X1
25X1 [] candidates are listed for each vacancy, with 25X1
some individuals listed for as many as four positions. [] 25X1
officers are listed on the EDR. Many of the assignments and training

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courses are not planned for a specific year (i.e., listed as 1979/1981) and the projections for popular OTR courses appear to exceed reasonable enrollment possibilities. The timing factor is not a problem per se, but the numbers of people slated for popular courses will need to be closely monitored by the office.

OWI

25X1 [] vacancies are projected: [] 25X1
25X1 [] candidates [] are listed for each
25X1 vacancy. There are [] officers listed on the EDR. [] 25X1
have only their present assignments listed. All have training courses listed. There appears to be a good balance of management and technical courses.

OGCR

25X1 [] vacancies are projected: [] 25X1
25X1 [] Each vacancy has several candidates listed, but some
individuals are listed for as many as six vacancies. The ratio of
candidates to projected vacancies is [] Assignments appear to 25X1
correspond to vacancy lists rather than being intended as developmental
actions. Training is planned for each officer on the EDR with heavy
emphasis on a few OTR core courses.

OER

25X1 [] vacancies are projected: [] 25X1
25X1 [] candidates are listed for each vacancy and those
fully qualified are so identified. Assignment and training plans for
25X1 the [] on the EDR include rotation and TDY's as developmental actions.
Assignments are listed in general terms and options are given where possible.

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O/NFAC

25X1 [] vacancies are projected: [] 25X1
25X1 [] of these, no candidates are listed. Planning for
these rotational assignments is done by the NFAC assignments panel six
months in advance. For the other [] vacancies, candidates are listed 25X1
but include a GS-12 as the only candidate for a FY 79 GS-15 vacancy
and a GS-16 for a GS-15 vacancy. The EDR lists [] officers, with no 25X1
25X1 training planned for [] and no training until FY 81 for
25X1 []

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OSR

25X1 OSR projects [] vacancies with multiple candidates for each,
25X1 although some individuals are candidates for as many as 5 positions.
There are [] officers on the Development Roster with assignments and
training for most of them. A heavy emphasis on the Program for Creative
Management may be unrealistic in view of OTR's enrollment capacity.

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Career Service

PERSONNEL DEVELOPMENT PROGRAM
PERSONNEL PLANNING
STATUS REPORT - 1 OCTOBER 1978

1. Number of executive level positions in Career Service (all GS-17, 16 and SPS positions plus selected GS-15 positions).
2. Number of fully qualified officers in grades GS-17, 16, 15 and SPS.
3. Number of Development Roster officers expected to qualify for Executive List in fiscal year 1979.
4. Are there any positions listed in item 1 above for which there is no individual in item 2 or 3 who can replace the incumbent?

If so, please identify positions. (If more space is needed, please use reverse side of this page.)

5. Are there candidates for these positions on the Roster who will be qualified during FY 80, 81?

Will the above candidates satisfy all position requirements?

If not, what plans are being made to develop or identify qualified replacements - outside the Career Service, recruitment outside the Agency?

25X1

No

NA

Yes

No

*

25X1

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*Positions in O/NFAC are filled on a rotational basis from the Offices of the Directorate. Planning for these assignments is usually done six months in advance and involves the issuance of a vacancy notice and selection of the individual by the NFAC Assignments Panel (this Panel is comprised of the Office Directors, Deputy Directors, Staff or Division Chiefs) with the approval of the Chief of the NFAC Career Service Board.

25X1

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